

25<sup>th</sup> Oct 2023

**Mr. Saumitra Vyas,**  
C-1105, Amorapolis,  
adjc. Porwal Road, Dhanori, Pune, Maharashtra - 411015.

**Dear Saumitra,**

**OFFER OF EMPLOYMENT**

With reference to your application and subsequent interviews you had with us, we are pleased to offer you an appointment as **Graduate Engineer - OpenBlue Solutions** at Pune. For this position you will report to Amol Patil – Senior Engineering Manager.

You are advised to join us on or before **1<sup>st</sup> November 2023**. Your detailed appointment letter will be issued to you on your accepting this offer and completing the pre joining formalities. This offer is valid for acceptance for a period of 3 working days from the date of issue.

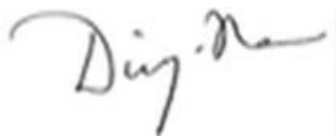
While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Relieving letter from previous 3 employers, if applicable
3. Previous employment experience certificates, if any.
4. Last Pay certificate/ slip, if any.
5. Last appraisal letter
6. Latest passport size color photograph- 08 nos
7. School leaving certificate
8. Pancard Copy, Mandatory
9. Aadhar Card, Mandatory
10. Passport Photocopy, if available
11. Cancelled Cheque of existing valid Savings Bank A/C
12. Provident Fund – UAN No. (Universal Account Number)

Please note that as a part of the hiring process, we would be undertaking your Background Verification Check. We will share an application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us.  
We look forward to having you on board soon.

**Yours sincerely,**  
**For Johnson Controls (India) Private Limited**



**Divya Jha**  
**Director – Human Resources**

**Salary Annexure**

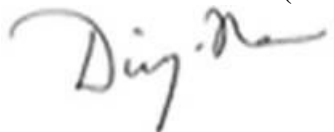
**Name of the Employee** : Saumitra Vyas  
**Grade** : 170  
**Designation** : Graduate Engineer  
**Location** : Pune

Proposed Salary Component	Amount (INR)	
	Per Month	Per Annum
Basic Salary	21394	256723
House Rent Allowance	10697	128362
Conveyance Allowance	1600	19200
Food Allowance	2200	26400
Leave Travel Allowance	2000	24000
Statutory Bonus	1400	16800
Balancing Allowance	21834	262010
<b>Gross Salary</b>	<b>61125</b>	<b>733495</b>
Provident Fund	2567	30807
Gratuity	1029	12348
<b>Cost To Company (CTC)</b>	<b>64721</b>	<b>776650</b>
<b>Target Variable (STI)***</b>		<b>73350</b>
<b>Target Total Pay (CTC+Variable)</b>		<b>850000</b>
<b>Confirmation bonus 1* (paid after completion of 6 Months from date of joining)</b>		<b>100000</b>
<b>Bonus 2** (paid after completion of 12 months from date of joining)</b>		<b>100000</b>

**Other Benefits:**

- **Mediclam:** You are entitled to Mediclam for self plus 5 dependent family members as per the company policy.
- **Confirmation Bonus\*:** You are entitled for one time confirmation bonus of Rs. 100000 (One lakh only) and shall be paid at the time of confirmation. This amount will be recovered in full, incase you exit within 24 months from date of payout.
- **Bonus 2\*\*:** You are entitled for one time Bonus 2 of Rs. 100000 (One lakh only) and shall be paid after completion of 12 months from date of joining. This amount will be recovered in full, incase you exit within 24 months from date of payout.
- **STI (Short Term Incentive Plan) clause\*\*\* :** You are not eligible for STI before confirmation. After confirmation STI will be applicable on pro-rated basis from the date of confirmation. All other terms and conditions will be as per global STI policy.

Yours sincerely,  
For Johnson Controls (India) Private Limited



**Divya Jha**  
**Director – Human Resources**